



BETAH's Referral Bonus Plan

BETAH Associates, Inc. will pay any current employee who refers a qualified candidate that is hired by BETAH for any open position, a \$500.00 referral bonus. The new employee must complete three (3) months of employment and maintain a successful level of job performance. Please refer to the Career Opportunities web page at www.betah.com for a listing of available positions.

If you wish to refer someone, please ask that he/she fax or e-mail their resume to BETAH indicating on the cover letter that they were referred by you. To assure that you receive proper credit for any referrals, submit the name and telephone number of any candidates you wish to refer using the candidate referral form. Forms and resumes can be faxed to (301) 657-4258, e-mailed to betahhr@betah.com, or dropped off at Human Resources.

From the BUZZ team:

Due to our project workloads we were unable to circulate the BUZZ earlier this year. Therefore, several articles in this issue are outdated. However, we felt it was important to include them because your teammates took the time and made an effort to contribute to this endeavor. So please bear with us as we make every effort to inform you of corporate activities in a more timely manner. Thank you!

President's Message

This year marks a hallmark in BETAH's corporate history for a number of reasons.

- Our first year as a "graduate" of the Small Business Administration's (SBA) 8(a) Program is going well with a healthy backlog of business that will enable us to sustain our operations and continue to grow.
- We now have THREE contracts with the General Services Administration (GSA) that provide purchasing schedules that will enable our existing and new customers to quickly access our services.
- We have in place an outstanding management team and excellent staff who are capable of meeting the needs and challenges that we will confront in performing our diverse assignments.
- Add to this our new organizational structure and solid infrastructure that better reflect and support the company's mission and customer base.

These are very significant advantages. In addition, our diversification provides solid options and cause for continued optimism. By working together to achieve high standards of quality and 100% customer satisfaction, we will not just survive, we can prevail.

This is a time for PERSONAL RESPONSIBILITY and ACCOUNTABILITY. It is essential that all of us participate, embrace, and become stakeholders in the overall goal – to remain a strong, successful business in 2003 and beyond. It's not enough that I do my job, or that Eppie, Carol, and Lisa do theirs. All of us need to do our jobs and do our best. In these times, to do less is not an option.

No one is here at BETAH by chance. Each one of you was selected carefully because you had something to contribute that adds value to who we are and what we do. In keeping with our adopted theme for 2002, our theme for 2003 is: We're a company that is making the leap from **Good to Great!**⁽¹⁾ The author of the book from which our theme is drawn begins the text with the statement: "Good is the enemy of Great."⁽²⁾ I invite all employees to make the leap with BETAH by finding ways to transform good performance to great performance—100% of the time!

(1) Jim Collins, Good to Great: Why Some Companies Make the Leap.. and Others Don't, HarperCollins, 2001. (2) Ibid. p1.

VERNELL HENRY Employee of the Year!

She's #1! That's right, our very own Vernell Henry was named BETAH's 2002 "Employee of the Year" for her outstanding job performance, dedication and contribution to the company's mission. BETAH's president Wilhelmina Bell-Taylor, presented the award to Vernell during the compa-

ny's annual holiday party. As her colleagues applauded and cheered her on, a stunned Henry received a certificate of appreciation and two round-trip tickets to anywhere in the U.S. on American Airlines, along with Hilton vouchers for an overnight stay in the city of her choice.

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Employee of the Year!

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"No, I don't believe this!" exclaimed a shocked Henry. In the weeks leading up to the holiday party, Henry exhibited her resourcefulness and professionalism as she was the one who actually coordinated and obtained the travel packet for the selected employee – little knowing that she would be the recipient of this year's award.

Henry joined BETAH in 2000 as the conference manager of the Office of Minority Health's National Leadership Summit. She has since directed several other conferences and events for BETAH clients. Congrats Vernell! Keep up the good work!



A shocked Vernell Henry receives award from BETAH's President

WHAT'S NEW?



And The Award Goes To...

BETAH has done it again! We were recently awarded another schedule contract by the Government Services Administration (GSA) for Management, Organizational and Business Improvement Services (MOBIS)! The MOBIS schedule is yet another tool that BETAH offers to provides our clients and potential clients easy access to our services. Don't forget that we also have a Marketing, Media and Public Information Services schedule contract in our toolkit! If you have any questions about BETAH's schedule contracts please see Eppie.

In The News

She's done it again! BETAH's president, Wilhelmina Bell-Taylor was

recently profiled in The CostCo Connection, a lifestyle magazine for small businesses. In an article entitled, "Guiding Business With Your Personal Values: the Ethical Difference," Bell-Taylor shared her insights, along with other successful business leaders nationwide, on the importance of ethics and values in the workplace. "Your behavior is who you are," she states, "The BETAH Way is who I am."

BETAH Launches "iBETAH"

the New Corporate Intranet

BETAH has joined the ranks of leading-edge organizations that operate across the boundaries of time and space using Internet technology with the development of a pilot intranet. With staff in five locations this "living" tool is a vital way for everyone to get company news and resources quickly. To learn more about "ibetah", logon to www.ibetah.com and enter the same user id and password you use to logon to your workstations.

The Book Exchange

Have you wondered what to do with the books you've read that are now stashed in the back of your closet because you can't bear to toss them? Or are you dying to read a good book but haven't had the time to make it to Barnes and Noble? Well, the solution is now at hand... The BETAH Book Exchange! A bookcase located in the small conference room on the 14th floor of Headquarters is just wait-

ing for you to come and drop off your previously read books and pick up one you haven't yet read. It's that simple — take a book, leave a book! There's no sign out sheet or money involved — this is an opportunity to share resources with one another.

Selections in the Book Exchange will fall under the categories of Fiction, Non-fiction, Sci-fi, Mystery, Health and Fitness, Self-Improvement, and of course Professional Development. For more information on the Book Exchange, please contact, Michelle Taylor at ext. 206.

Happy Birthday to The Buzz!

That's right, the BETAH Buzz celebrates its first birthday. It was one year ago that the newsletter was introduced. Since that time we have had five issues and hope to increase the release dates in the coming year. The Buzz team welcomes the support and participation of others! For more information on how to submit information or articles, please contact Diana Manos at headquarters on extension 233.

Special Acknowledgement

Congratulations to Charles (Chip) Phipps on his acceptance into the Peace Corps! After a lengthy evaluation process, Chip received his acceptance letter along with a letter of congratulations from President Bush. Chip's last day with us was May 2. After his orientation with the Peace Corps, he will then be off to Zambia for his 2-year assignment. Word has it he will be living in a mud house with no electricity and would very much like to receive mail!



TEAM TALK

Management

Many of you know that Carol Wood joined us in December after working with BETAH for the past year in a consulting capacity, but the Buzz would like to take this opportunity to introduce her officially. She has over 30 years management and business development experience in the federal government market with a background in information/library services, program and facility management support services. In her previous position as Vice President at GCI Information Services, Carol led the Company's expansion efforts to grow from 7 to over 300 staff and \$22M in revenues. As Acting Chief Operating Officer, Carol is focusing on strategic planning, resource management, staff development and business expansion.

The Leadership Campaign on AIDS (TLCA)

- TLCA generated a statement and a draft op-ed on behalf of HHS Secretary Tommy Thompson for the commemoration of National Black HIV/AIDS Awareness Day, February 7. Plans are underway for the op-ed to be sent to 200 community papers through the National Newspaper Press Association, with an estimated 15 million readers every week. Also, for the week of February 7, TLCA was responsible for producing and distributing radio PSAs to radio stations across the country.
- April 10, TLCA in conjunction with the Office on Women's Health, held a leadership forum for women of color to discuss HIV/AIDS issues and important ways the government can assist in halting the spread of this deadly disease as it grows disproportionately among this segment of the population.

Health Resources Service Administration (HRSA) Technical Assistance Contract:

- HRSA TAC coordinated Part II of the HAB/DSS Title I and II Administrative Simplification Meetings, a series of forums among HRSA staff and Ryan White CARE Act Title I and II grantees held to address how HRSA can simplify the application and award process for both Titles. The meeting was held on February 28, 2003 at the Doubletree Hotel in Rockville, MD.
- HRSA TAC will be coordinating all logistical planning for the Ryan White CARE Act Title I and II Regional Meetings, to be held in July and August 2003 in Washington, DC.
- Wayne Hartzell will be joining the TAC staff as a Technical Assistance Coordinator on May 12, 2003.

Department of Veterans Affairs Faith Based Project:

- The BETAH VA team received positive feedback from the VA Project Officers on the draft Report of the Faith Based and Community Initiatives Working Group. BETAH and our subcon-

tractor for the VA project, the National Center for Neighborhood Enterprise (NCNE) has completed the first phase of the project.

- After revision and distribution of the final report to VA and Working Group members, VA, BETAH and NCNE will be seeking to begin the second phase of the project, to consist of convening regional meetings among faith-based and community leaders and their regional VA representatives. Technical assistance to organizations serving veterans is also planned for the upcoming year.

Conference Services Division:

- Conference Services welcomes Sherri Greenwood, Conference Manager and John Hill, Conference Services Assistant to the Conference Services team.
- Conference Services provided support for twelve meetings during the months of January through April including six HRSA grant review meetings and NIDCR's Denistry's Response to Bioterrorism and Other Catastrophic Events.

Reflections on World AIDS Day

Live and Let Live:

Last December, I along with my BETAH teammates and millions around the globe actively observed World AIDS Day. In recognition of this annual milestone, the BETAH team supported the Department of Health and Human Services (HHS) Office of National AIDS Policy's The Leadership Campaign on AIDS efforts to raise awareness in communities nationwide. From an extensive faith-based outreach to over 17,000 African American and Hispanic Catholic parishes across the country and a faith-based news breakfast forum led by White House Office of National AIDS Policy Director, Dr. Joseph O'Neill, to an employee-focused education-

al program at the Department, the call to action was once again raised. The theme, Live and Let Live resounded in the hearts and minds of many as they remembered those who lost the battle and encouraged those impacted now by the disease.

The theme addressed the stigma and discrimination many people living with



Michelle Taylor poses with AIDS activist and artist Many Fisher and her design staff

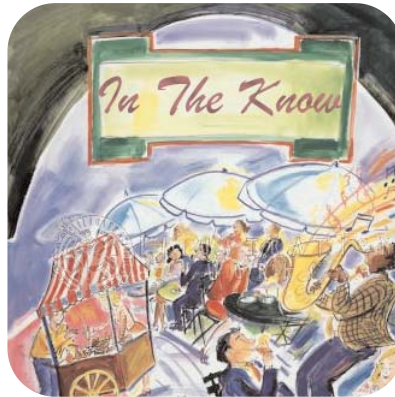


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New Hires

We welcome the following folks who have joined (or will join) BETAH since the last time the Buzz came out:

- **Bruce Hickmott**, Project Manager OPA, 11/12/02
- **Dr. Tonja Rucker**, Project Director, HUD Faith-Based, 12/3/02
- **Carol Wood**, Chief Operating Officer, 12/6/02
- **John Hale**, Director of Information and Communications Services, 1/2/03
- **Simon Vann**, Hire Date 1/29/03 - Library Assistant, NLM
- **Nellie Kamau**, Hire Date 2/3/03 Acquisitions Librarian, HUD Library
- **Gordon Krauthamer**, Hire Date 2/4/03 - Law Library Clerk, HUD Library
- **Sherri Greenwood**, Hire Date 2/10/03 - Conference Services Manager
- **Nicole Medlock**, Hire Date 2/18/03 - Technical Assistance Coordinator, HRSA
- **Marilyn Brewer**, Hire Date 3/3/03 - Controller
- **Malinda Bennett**, Hire Date 3/10/03 - Project Manager, NAWCAD (Naval Air Systems Command Aircraft Division), Patuxent, MD
- **30 Administrative and Clerical Employees**, Hire Date 4/1/03, NAWCAD, Patuxent, MD
- **John Hill**, Hire Date 4/28/03 - Temporary Conference Services Assistant
- **Patricia Bryson**, Hire Date 5/1/03 - Facility Manager
- **Meisha Robinson**, Hire Date 5/5/03 - Business Development Specialist
- **Wayne Hartzell**, Hire Date 5/12/02 - Technical Assistance Coordinator, HRSA



Entertainment News

A sequel to the Oscar winning movie "Gladiator" is in the works.

Oscar winning actress Halle Berry will play Cat Woman in an upcoming movie.

Legendary singer Aretha Franklin has announced her upcoming tour "Aretha Sings Her Musical History" will be her last and also plans to release a brand new album. She will perform at the Wolf Trap (Vienna, VA) on June 5.

The 5th season of the show "Soul Food" may be its last.

"American Junior" a spin-off of American Idol for kids ages 7-13 will premiere May 26th.

Mariah Carey will start a world tour this summer. She will perform at MCI Center on August 4

Exciting Movies

X-Men 2
Bad Boys 2
Matrix Reloaded
Matrix Revolutions
Charlie's Angels: Full Throttle
Terminator 3: Rise of the Machines
The Fighting Temptations
Dysfunctional Family
Gothika
October Squall
From Justin to Kelly
Lara Croft Tombraider: The Cradle of Life

Cool CDs

Shania Twain- Up!
Vivian Green - A Love Story
Common- Electric Circus
Madonna- American Life
Ms.Dynamite- A Little Deeper
Floetry- Floetic
Les Nubians- One Step Forward
Thicke- A Beautiful World
Celine Dion- One Heart
Lisa Marie Presley - To Whom It May Concern
Ginuwine- The Seniornica- After The Storm
Kelly Price- Priceless
Macy Gray- The Trouble With Being Me

Reflections on World AIDS Day

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HIV/AIDS face — something 12-year old Matthew O'Neill knows all too well as a young man born with HIV. In his young life, he had already experienced the pain and rejection many living with AIDS experience daily.

During a program held December 2 at HHS, I stood silently in the back of the auditorium overwhelmed with a mixture of sadness and pride as I watched this courageous young man, who despite this debilitating illness selflessly shared the trials and triumphs

of his life with anyone who cared enough to listen. Although I was unable to stop and spend a significant amount of time with him and his adoptive mother who accompanied him, I was drawn to his fighting spirit and moved by the hope and resilience in his eyes.

On behalf of the BETAH team responsible for the coordination and implementation of the HHS World AIDS Day event, I can honestly say it was a privilege and an honor to know that we in our small way made a difference in helping people to live and let live.

Fear of discrimination prevents many people living with the disease from seeking treatment or from publicly disclosing their HIV status. For more information on World AIDS Day visit www.unaids.org/wac/2002.

